



Regional Director
Information Pack

The role

Ark is an education charity and one of the country's most successful school groups. Our network of 38 schools educates around 26,000 pupils in areas where we can make the biggest difference. Our network comprises both new start-up schools, built to provide pupil places for communities that need them; and transition schools, typically in difficult circumstances that have joined the network to secure rapid improvement.

Each of our schools has its own ethos and distinctive character, reflecting its local community. But they all share the same mission: to make sure that every pupil can go to university or into the career of their choice.

This is an exciting and rare opportunity to join one of the country's most established national MATs, leading a region and, dependent upon your interests and experience, also taking responsibility for aspects of network strategy. You would join a team of exceptional school leaders and national experts in curriculum and teacher development, all working together to build sustainable excellence in all of our schools.

Our secondary schools are currently organised into 3 separate regions, each led by a Regional Director. This opportunity arises from the promotion of our existing Regional Director to Director of Secondary, and we are seeking to find an exceptional leader to oversee our schools primarily in North and West London.

As a Regional Director, you will have overall responsibility for developing and implementing the strategic educational vision for the schools across a region. Directly responsible for the target setting and performance of your region, you will ensure that principals and senior leaders receive the appropriate balance of challenge, support and professional development to deliver sustainable excellence.

A member of the Ark Schools Leadership team, you will work closely with our other Regional Directors, our Director of Secondary and our Director of Education to align all schools in an unwavering commitment to delivering an entitlement for all students that secures exceptional achievement for all, regardless of background or ability.

You will lead on the design, development and promotion of the education offer for the region, and as appropriate, you will also lead on aspects of the wider network strategy. As a highly influential advocate for the region, you will work closely with the region's senior leaders to strengthen the profile of Ark and each of our schools with parents, stakeholders and the entire community we serve.

Please click [here](#) to apply via our Careers portal.

 Reports to:	Director of Secondary
 Start date:	September 2021 or as soon as reasonably possible
 Location:	London
 Salary:	Highly competitive and negotiable depending on experience
 Closing date:	Wednesday 19 May, 9am
 Interviews and assessment:	w/c 24 May

Please contact Jerry Collins, Director of Secondary, at jerry.collins@arkonline.org or 07961 445916 or Alexia di Marco at alexia.dimarco@arkonline.org for an informal, confidential conversation about the role.

We value diversity and are committed to safeguarding and promoting child welfare. The successful candidate will be subject to DBS and any other relevant employment checks.





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Our aim is to create outstanding schools that give every Ark pupil the opportunity to go to university or pursue the career of their choice.

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Job description

Leadership and governance

- A member of the Schools' Leadership Team, you will lead aspects of network-wide strategy in addition to your regional responsibilities
- Set and develop the strategic vision, values and ethos for secondary schools and all-through schools across the region. Work with the principals to ensure clear alignment and effective collaboration between the schools
- To hold principals and senior leaders to account for the performance of their schools
- Overall responsibility for reporting to each respective LGB and Ark on the regional strategy, the impact of improvement initiatives and the performance of each school.

School improvement

- Work with principals to ensure that all aspects of the Ark Pillars are reflected in each school's individual vision and strategic planning
- Establish a strong and healthy culture across the region that enables everyone to work collaboratively, share effective practice, celebrate success and accept shared responsibility for outcomes
- Reduce the variation within and between schools, by codifying excellent practice through the Ark model and ensuring that this is shared and embedded across the region
- Ensure that all schools (under the day-to-day leadership of the principals) make rapid and sustained improvement, so that aspirations and academic standards continue to rise over the long term
- Work with each principal to ensure they are prepared for all Ofsted inspections and monitoring visits. In conjunction with each secondary principal, ensure improvement strategies are mapped out, actioned and followed up
- Overall responsibility for ensuring the accuracy and effectiveness of network and school assessment

and target setting, including direct support to the principals/SLT on self-evaluation, ensuring it is rooted in secure data

- Maintain a sharp focus on student achievement and pro-actively ensure appropriate intervention strategies are put in place where needed so that all schools meet their performance targets
- Provide guidance to principals to ensure that all schools have an inclusive culture, arrangements for pastoral care are effective and that all safeguarding and child protection policies and procedures are understood and fully adhered to
- Ensure the implementation of the network's strategic priorities across the region's schools' with particular emphasis on common curriculum programmes, the Great Teacher Rubric, Reading Strategy and Digital Strategy.
- Provide on-going advice and guidance to principals to ensure all parental, community and media communications are consistent in message and well-targeted.

Central services

- Lead the region's operational delivery team, to ensure that schools are well supported by central services
- Lead the on-going development of staffing structures across the region to ensure they are sustainable, fit for purpose and facilitate collaboration
- Overall responsibility for any new to network schools across the region, to include chairing the Project Delivery Group
- Support the Director of Secondary in developing the principal network; including hub day training and contribution to network meetings
- Any other duties as directed by the Director of Secondary or Director of Education.



Ark exists to give every young person, regardless of their background, a great education and real choices in life.

Person specification

Qualification criteria

- Graduate with a good degree
- Qualified to teach and work in the UK
- Evidence of relevant professional development

Specialist knowledge and skills

- Understanding of how to set high expectations and lead effective strategies across all aspects of a school including curriculum and assessment, teaching and learning, culture and ethos, administration, finance and communication
- Clear understanding of how to establish consistently high standards of results and behaviour in different contexts, from the inner city to coastal areas, and commitment to relentlessly maintaining these standards
- Detailed understanding of the characteristics of excellent teaching and learning, and the conditions and support which underpin it
- Proven ability to lead, coach and motivate staff to achieve the highest levels of personal and collective performance
- The ability to make sound judgements on the overall performance of a school, including the quality and impact of teaching, and to give concise, high quality, feedback
- Experience of providing extensive and purposeful CPD to teachers and senior staff.

Relevant experience

- Extensive and successful leadership of a school or recent experience of leadership across more than one school, as an executive principal or in another formal support role
- Demonstrable experience of significantly raising standards in challenging/complex environments
- Experience of leading strategic reviews and using outcomes to inform resource allocation
- Proven ability to improve performance and build capacity through coaching, challenge, and support
- Understanding and experience of engaging with the wider education system
- Excellent understanding of curriculum and pedagogical issues informed by evidence and research
- Experience of financial resource management and budget scrutiny.

Leadership

- Network-minded, with an unambiguous understanding of what excellence looks like, and how to secure it across multiple schools
- Ability to clearly articulate a vision for professional collaboration across a group of schools which enthuses and motivates
- Skilful and engaging leadership and political nous for maintaining effective working relationships with parents, governors and other stakeholders

- Resilience and motivation to lead the region through day-to-day challenges while maintaining a clear strategic vision and direction
- Strong ability to exercise and communicate sound judgement across a range of complex and varied issues
- Excellent ability to interpret complex quantitative and qualitative data and use analysis to inform planning, support and challenge
- Comprehensive understanding of national policy, legislation, and current international thinking on education achievement and improvement
- Commitment to the safeguarding and welfare of all pupils.

Personal Characteristics

We are seeking someone who will be:

- Committed to Ark's mission, vision and values
- An unapologetic advocate for excellence
- A compelling communicator, both in person and in writing

And who will have:

- The highest standards of integrity
- Capacity for hard work
- Significant personal presence
- Intellectual curiosity and rigour

Other

- This post is subject to an enhanced DBS disclosure
- The post holder must be committed to safeguarding the welfare of children

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.



The Ark network

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Our goal is to help give young people the best start in life, regardless of their circumstances or background. We do that by only working with schools where we can make the biggest difference; all our schools are non-selective and in communities with high levels of economic disadvantage or educational need.

Our aim is to create outstanding schools that give every Ark pupil the opportunity to go to university or pursue the career of their choice.

OUR SIX PILLARS

All of our schools have their own ethos and character. But they all share the same mission: to make sure that every pupil can go to university or into the career of their choice.

To achieve this, they follow the same set of underlying principles.

We call these the Six Pillars.



HIGH EXPECTATIONS

A photograph of several young students in a classroom, with one girl in the foreground looking towards the camera.

EXCELLENT TEACHING

A photograph of a male teacher leaning over a desk, interacting with a young student.

DEPTH FOR BREADTH

A photograph of two students sitting at a table, looking at a book or document together.

EXEMPLARY BEHAVIOUR

A photograph of two students, a boy and a girl, smiling and looking at each other.

KNOWING EVERY CHILD

A photograph of a young boy sitting at a desk, looking towards the camera.

ALWAYS LEARNING

A photograph of a group of students walking in a school hallway.

Joining Ark means becoming part of a network of people who are all united by the same purpose — a commitment to transforming lives through education.

You will work with other Regional Directors, the Directors of Education and education experts in our central office. We know that to create great schools we need great leaders. Which is why we recognise the value of supporting and investing in our staff, at every stage.

By joining Ark, you'll be part of something bigger — an organisation working to change the education system. We are committed to constantly refining how we work as well as developing, nurturing and trialling new techniques and programmes as we strive to strengthen our network and the education system both in the UK and across the globe.

At Ark, we know first-hand the impact that a great education can have. We're ambitious about what our schools can achieve in the future, but we also want to have a positive impact on the education system as a whole. That's why we created Ark Ventures — to deliver change far beyond our own schools. Ark Ventures launches, supports and scales initiatives that have the potential to transform the lives of children. Many of these ideas started in Ark schools such as Mathematics Mastery, English Mastery, Institute for Teaching and Ambition School Leadership. But they all share the same goal — to address some of the most intractable issues in education and society — and they all have the potential to deliver widespread system change.



Ark
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